

SALARY ANALYSIS

EXTENSIVE ANALYSIS

Hópbílar, Hagvagnar and Hagvagnar workshop have been working on implementing an equal pay system in accordance with the requirements of the Equal Pay Standard ÍST 85. The plan is for that process to end with a formal certification review in mid-December.

One of the big projects has been an extensive analytical work to ensure that all employees are rewarded equally and that there are no unreasonable pay differences within the company in accordance with the companies equal pay policy.

The main goal of equal pay certification is to combat the gender pay gap and promote gender equality in the labor market. According to the Act on equal status and equal rights of the sexes, equal pay certification must be based on the Equal Pay Standard ÍST 85:2012.

By implementing the standard, companies and organizations can establish a management system that ensures that procedures and decisions in salary matters are based on objective considerations and do not include gender-based discrimination.

The Equal Pay Standard ÍST 85:2012 is a management standard for equal pay systems. The standard is useful for all companies and organizations regardless of size, activity, role and gender ratio. It ensures professional practices that prevent direct and indirect discrimination based on gender. The certification body assesses whether all the conditions of the standard have been met and this it is possible to grant equal pay certification to the relevant company or organization.



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MAIN COMPONENTS OF EQUAL PAY SYSTEMS

THE SAME SALARY FOR SIMILAR AND EQUALLY VALUABLE WORK

Equal Pay Policy

A clear policy that all employees should be paid the same salary for similar or equally valuable work, regardless of gender, origin or other irrelevant criteria.

Salary decisions

All jobs are evaluated in a consistent manner.

Salary determination is based on evaluation factors defined by the management and the requirements for the job.

A clearly defined process for salary decisions ensures consistency in decision making.

Reform and prevention

Internal and external audits are carried out to ensure compliance with legal requirements and the requirements of the equal pay standard.

A management review will be held annually to follow up on strategy and goals.

Monitoring and measurement

Salary analysis is carried out annually.

Its results are used as a basis for goal setting in salary matters.



Shift managers training



Shift managers training

SALARY ANALYSIS RESULTS

As part of the implementation work, a salary analysis was carried out comparing the same and equally valuable jobs, but the basis is the evaluation of jobs based on defined evaluation factors that take into account, among other things responsibility, competence and workload.

Adjusted salary differential

A salary analysis was carried out on December salaries 2022 and the basic salaries of men and women in the same or equally valuable jobs were examined according to job evaluation.

Results showed a slight gender pay gap of 2.1% in favor of women.

Unadjusted salary differential

The results were also broken down into job groups where average salaries within groups were compared. It should be borne in mind that the results for job groups are based only on a comparison of the hard average, but personal factors such as work experience are not included.

Working groups:

- General workers
- Marketing and sales representative
- Marketing manager
- Specialist
- Specialized employees
- Directors
- Senior management

For the working group General workers the wage difference was 0.2%.

The results of other working groups cannot be published due to privacy interests, but a prerequisite for this kind of comparison is that there are at least 3 persons of both sexes in each group. Only the group General workers meets that condition.

Next steps—Equal pay certification and operation

Next December a large external audit of the equal pay system will take place, and subsequently the companies will receive an official equal pay certification. But it is only the first step in the ongoing reform work and the operation of an equal pay system based on the equality of all employees. A lot of emphasis is placed on the equal pay system ensuring transparency in salary decisions, as there are factual assumptions behind it in each case. The final goal is always that the result of the salary analysis shows no salary differences.

All suggestions and comments regarding the equal pay system are welcome and should be sent to Pálmar Sigurðsson (palmar@hopbilar.is).

BREYTING Á LAUNATÍMABILI / CHANGE IN SALARY PERIOD

STARFSFÓLK HAGVAGNA OG HAGVAGNA ÞJÓNUSTU

FOR STAFF OF HAGVAGNAR AND HAGVAGNAR ÞJÓNUSTA



Núverandi launatímabil hjá Hagvögnum og Hagvögnum þjónustu er 1.-31. hvers mánaðar og yfirvinnutímabil er frá 16. til 15. næsta mánaðar.

Ákveðið hefur verið að breyta dagsetningum launatímabils og verður launatímabil framvegis frá 26. til 25. hvers mánaðar. Sama tímabil verður fyrir dagvinnu og yfirvinnu.

Breytingin er gerð þar sem fyrirtækið er í innleiðingarferli á nýju launakerfi.

Fyrsta launatímabilið með nýjum dagsetningum verður frá 26.12.2023 til og með 25.1.2024.

Ljóst er að breytingin mun hafa áhrif á síðasta launatímabilið með gamla skipulaginu, en strax í janúar verður um fullt launatímabil að ræða. Ef breytingin veldur einhverjum verulegum vandræðum eru viðkomandi einstaklingar beðnir að snúa sér til Ingu á launadeild (inga@hopbilar.is) vegna þessa.

Í framtíðinni mun launatímabil einnig breytast hjá starfsfólki Hópbíla, nánar þegar þar að kemur.

The salary periods for Hagvagnar and Hagvagnar þjónusta is now from 1st to 31st of each month and overtime periods from 16th to 15th of next month.

A decision has been made to change the dates of salary periods. In the future the salary periods will be from 26th to 25th the next month. The same salary period will be for daytime work and overtime.

The change is made as the company is in the process of implementing a new salary system.

The first salary period with the new dates will be from 26.12.2023 to 25.1.2024.

It's clear that those changes will affect the last salary period of the old system, but in January we will have full salary period. If those changes will cause some employees serious problems they are more than welcome to contact Inga at the office (inga@hopbilar.is). The salary period for employees of Hópbílar will also change in the near future, more details when that time comes.

Hópbílar hf.

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